

**Ever'man Board Meeting  
December 9<sup>th</sup>, 2013**

Attendance:

Dave, Lauren, Lois, Frankie, Johnny, Lynn

William, Matt, Joy, Thalia, Mikhy

Guests: Kelly Oden, HughEd Turner

Centering: Lynn

Review of minutes:

Motion- Lauren

2<sup>nd</sup>- Johnny

Vote- for: Lauren, Frankie, Dawn, Dave, Lynn, Lois

Abstain: Dawn

Open Forum:

-HughEd: Brought up:

\*Lack of cashiers on past Saturday

\*Commended the hanging of the board agenda at customer service in advance of meeting

\*Asked about sustainability if we say we have fruit in season and then have watermelon from Mexico now

\*Asked about hot water in men's room (William said they are working on this with a re-circulating system)

\*28 bulk bins are empty - William said to give suggestions of items

\*Asked about total for his stipend cards - Joy will email him

-Lauren asked if coffee section will expand- maybe in future

-Discussion about coffee and bulk bins

---Lynn asked if there is any flavored coffee that meets our standards- Thalia said no

\*HughEd asked about light in the loading dock area- William said it's coming - electrician is running behind

Dave- spoke about making a change in our meetings- saying good bye to Lois- amazing new opening of store- commended William and staff- acknowledged the acquisition of the land

-Lauren added that the mayor said that Ever'man is the downtown grocery- William said that when all the "normal" departments are open with expansion he feels there will be a shift in people's opinions

---proposed tabling these major reports (Ends and Enviro) since expansion is at forefront

---spoke about his convo with Dave Blackburn today about charitable donations: not time right now - but when store is up and running

-Dawn asked to clarify what Dave is asking to table

- Lauren asked for how long
- Discussion: Dawn said to be careful to not give William tons of reports to re-do in one month
- William pointed out that reports on what has been done- maybe in 6 months try out a new format- William can give interpretations for topics that we present- and for now vote on the report that covers the past
- Dave pointed out that doing more visionary work - more proactive than reactive
- this format of reporting is not set in stone- it's guidelines
  
- Discussion about new method of the board emailing each other to discuss reports prior to meeting
  
- Discussion of how to give instruction on how we want data reported and to what extent- and what major areas we want
- Lauren said we could go under each Ends heading and see what it means to us- to give guidance to William and also goals for that topic for a certain period of work
  
- Lauren brought up software used by Thane in retreat planning where we can all weigh in – Dawn agreed that we could then list bullet points

- JJ brought up that this is a board issue and not an issue with William's reporting
- need to stop ping-ponging about reporting
- "these are the expectations from the board and this is how we want it reported on"

MOTION: JJ: motion to vote on Ends and B11

2<sup>nd</sup>: Lauren

For: Lauren, Dave, JJ, Dawn, Johnny

Abstain: Lynn: more time needed

Lois and Frankie: Liked Dave's idea to table better to have more time

MOTION: Lauren- motion to do away with committee compensation

2<sup>nd</sup>: Dawn

Discussion:

- Frankie would rather do away with the board stipend – since people can come to meetings without doing work and still get stipend- she would rather keep the committee stipends
- future discussion and research on board compensation

Nominating Committee:

- what to do with the fact that Lois is resigning
- Discussion about this
- Frankie feels strongly we should have election
- Discussion about appointing someone – whether to do it now, effective after December or to do it as election and then person with least amount of votes would be appointed after election
- Lois seat would be a little shorter term
- Lauren texted Thane to get feedback
- Still need to get full background check from Liberis

Executive Committee:

- hasn't met
- will meet briefly after this meeting

Reorganization:

- Frankie received email from lawyer late today- she will review and send to board
- lawyer spoke to New Leaf and included a 4<sup>th</sup> option for us based on his talk with them

Treasurer Report:

- a little more than half way through fiscal year- about \$6000 over budget (we knew this due to more attending CCMA)
- intention to make sure cash is better insured after expansion when we are at more stable situation

GM Report:

- General comments: Dave pointed out that seeing employee anniversaries (how long they have been with store) is impressive

-Financial report-

\*Balance sheet: Dawn pointed out question with tax liability - Joy will look into it and email Dawn, Dave and William

-Income statement: Dawn said having the percent of income column isn't needed for our purposes- but need columns for dollar change and % change

---William explained some issues that we had with cost of goods sold being inputted incorrectly by past employee

---salaries and wages have gone up- extra time during expansion

---25% increase in staff

\*JJ asked about how this increase in staff might affect income numbers- will we see a drop?

---after expansion is done- we will have new payments (loan payments that just aren't interest and paying back DC for loan)

---discussion about grocery store percentages- and about how well things really have gone despite the bad parking, etc.

---basket size has jumped a lot each week- and customer count is down- buying more on each trip (Dawn and Lauren said would be nice to have a few lines about this on general comments)

---discussion in loss amounts for departments- deli suffered from seating and broken juicer

---Dawn asked about personnel column expense- possibly 401K pay out

---possible recoup before fiscal year end with holiday shopping

---marketing cost way up due to ID Group expenses--- William cancelled the billboard plan for gap time before store really opens

---community room fees- only made \$1100 in fees

---banking fees are more

---Lauren clarified that B4 financial condition: does this financial report cover that- this is a monthly check in for expansion time

\*Lauren asked about how to phrase expectations for hiring  
---William said it's more about setting goals for how departments should work such as "more guerilla marketing"  
---Matt added that the hiring process has been changed to ask more questions about natural and organic  
---don't be too specific- but the board can set goals  
---discussion about how things have changed in the store- ambiance, feelings, etc.

\*Dave commended William and store again  
\*Dave commended Lois- she spoke on how great it's been- giving more time to seminar program

\*Lauren brought up election situation again- based on texts with Thane  
MOTION: Frankie motioned to hold the election for the three seats  
2<sup>nd</sup>: Dawn  
-JJ feels it's not good idea- that we should not spend the money  
-Dave agrees with JJ  
-JJ brought up that we couldn't  
-William asked Thalia if she had seen this before--- yes often uncontested – but also brought up that low number of votes that we get  
-Frankie brought up that this is our first election with new store- and people are labeling us as not co-op  
-Johnny brought up that we have 4 open seats and 4 candidates  
MOTION TABLED:  
---William will get Liberis  
---Lauren will talk to Thane  
---Dawn brought up getting the incumbents screened with Liberis like the other candidates

-Lois brought up some member concerns- about aisle sizes, etc- discussion of darkness, sizing, etc.

-William gave gifts to Johnny and Lauren for helping with re-set  
-Gave construction shirts for board members

-By 3<sup>rd</sup> week of January- deli should be open

MOTION TO ADJOURN:

9:32 Lauren

2<sup>nd</sup>: JJ

PARKING LOT FOR FUTURE DISCUSSION:

-Board compensation

-Automatic raise system--- possibly have William examine this

\*\*Goals for departments/hiring/methods